

COPE 1966

SUMMARY DESCRIPTION

March 3, 1966

CAREER ORIENTED PREPARATION FOR EMPLOYMENT

(COPE)

PURPOSE

This COPE project will mobilize the large network of social agencies of Essex County in a cooperative effort to open new pathways to occupational and professional opportunities for disadvantaged youth, between the ages of 16 and 21. Secondly, the project should serve to enable the existing social agencies to re-structure their programs, in the light of the knowledge gained from this undertaking.

Specifically, COPE will provide its enrollees with a supervised work and training experience in social agencies, with a view towards:

- A - Furnishing them good work role models.
- B - Teaching them appropriate behavioral responses towards co-workers and employers.
- C - Helping them to develop positive attitudes towards employment.
- D - Training them to assume sub-professional roles in social agencies and in the various programs of the United Community Corporation.

In addition, we will provide basic remedial educational instruction to all enrollees in need of this assistance, help those in school to continue, encourage dropouts to return to school or to seek other kinds of career-oriented training, and place directly in jobs those enrollees in need of such service.

ELIGIBILITY: Enrollees must be between the ages of 16 and 21, and their family income must not exceed certain standards established by the Department of Labor. These standards assure that only those having the greatest financial need will be served.

PROCEDURE: COPE is a new organization, cooperatively sponsored by the United Community Fund and Councils of Essex and West Hudson Counties and the United Community Corporation of Newark. The Jewish Vocational Service will operate the project on behalf of the sponsors. In so doing, JVS will work in a close cooperative relationship with the Youth Opportunity Center of the New Jersey State Employment Service, the Urban League of Essex County and the Newark Board of Education.

COPE will be administered directly by the Jewish Vocational Service, which will have the responsibility for its entire professional service program.

(over)

- A - Applicants will be screened initially and referred through the Youth Opportunity Center of the N. J. State Employment Service.
- B - Final selection of applicants for the project will be determined by COPE, following an intake interview and complete case workup.
- C - Enrollees selected will be given initial counseling designed to orient them to the purposes of COPE, and then given work assignments at the various social agency sites.
- D - Once enrollees commence work at the social agencies, they will be required to attend group counseling sessions on a regular basis. Individual counseling will also be given all enrollees at different times during the program.
- E - In addition to the counseling described, all enrollees will be carefully supervised at the job sites by representatives of the employing social agencies. The project plan has provisions to insure close liaison between the various people who are involved in helping a particular enrollee.
- F - It is planned to provide remedial reading instruction for those enrollees who are in need of it.
- G - All enrollees will receive \$1.25 an hour.
- H - The program is designed to serve 400 youths at a time and 500 a year, as the average stay is expected to be about nine months.

OUTCOME: Youths who successfully complete the program will either be placed in industry or assisted in selecting suitable educational and vocational training. Some, it is hoped, will be retained by the agencies employing them. A job development specialist from the Youth Opportunity Center will be assigned to COPE to assist in placement. The placement services of the Urban League will also be utilized on behalf of COPE enrollees.

TIMING: The project is planned for one year's duration. It can be renewed, if desired, at the end of that time.

BUDGET: Funds are provided under the Economic Opportunities Act. The government will pay 90%, the agencies 10% in kind. It is estimated that the total expenditure for the project will be about \$1,000,000, of which about \$120,000 will represent in-kind contributions of the United Community Fund and its beneficiary agencies. Of this total, nearly \$600,000 will be paid to enrollees directly in wages.

REFERRAL: Any resident of Newark who is thought to meet the eligibility requirements may be referred directly for intake service to the COPE office at 32 Green Street, Newark. Government rules will permit COPE to serve a small number of Essex County residents who are not residents of Newark. Hence, some youths living in suburban Essex County areas may be served on an exception basis.

The following agencies have indicated their interest
in participating in the COPE project:

<u>NAME</u>	<u>NAME</u>
American Legion Tri-County Memorial Hospital	Hospital & Health Council of Newark and Vicinity
Boys' Club of Newark, Inc.	Ironbound Red Shield Boys' Club
Boy Scouts of America Robert Treat Council	Jewish Community Council of Essex County
Child Service Association	Jewish Counseling & Service Agency
CHR-ILL Service Inc.	The Leaguers, Inc.
Columbus Hospital	Newark Beth Israel Hospital
Community Day Nursery of the Oranges & Maplewood	Newark YM & YWHA
Council of Social Agencies of Newark, Belleville, Irvington & West Hudson	Pioneer Boys of America, Inc.
Daughters of Israel Pleasant Valley Home	Saint Michael Hospital
Essex Child Development Center - Garden School	The Salvation Army
Essex County Children's Emergency Shelter	Theresa Grotta Center for Restorative Services
Essex County Heart Association	United Community Fund & Councils of Essex and West Hudson Counties
Essex County Tuberculosis League	Visiting Nurse Association of the Oranges & Maplewood, Inc.
The Family & Children's Service of the Oranges and Maplewood	West Orange Community House
Friendly Neighborhood House	William R. Ward Memorial Home of the Florence Crittenton League
Fuld Neighborhood House	YM & YWCA of Newark and Vicinity
Girl Scout Council of Greater Essex County, N. J.	YMCA of the Oranges & Maplewood
Hebrew Youth Academy of Essex County	Youth Development Clinic of Newark